

EXHIBIT

3

AUBURN UNIVERSITY PERSONNEL ACTION FORM

CHANGES TO CURRENT ASSIGNMENT MUST BE MADE USING RED INK. TYPE NEW ASSIGNMENTS.

Date Prepared: 8/21/03

Prepared by: Lynda King

Phone Number: 4-2656

EMPLOYEE ID 418-29-7079 LAST ELLAND
Timekeeping Location 221-PATHOBIOLOGY
Annual Leave Hours Balances Upon Separation

FIRST LAST STUDIER
CITIZENSHIP NATIONALITY (If non-US citizen, attach PCB-14) UNITED STATES
Separation Date

SUPERVISOR'S SSN NO DATA
Supervisor's SSN
Original Hire Date 06/20/2003

| Emp. Status | Current Hire Date | Calculated Service Date | Primary Div. | Primary Department | 210 Eligible | 210 Code | 210 Date | Original Hire Date |
|-------------|-------------------|-------------------------|--------------|--------------------|--------------|----------|----------|--------------------|
| A | 03/12/2001 | 08/27/1997 | 126 | 01150-PATHOBIOLOGY | N | | | 08/27/1997 |

| Cur. Job Status | Effective Date | LOA Reason | LOA Return Date | Accrual Comp Date | Extended Assignment End Date | Comments Per Assignment |
|-----------------|----------------|------------|-----------------|-------------------|------------------------------|-------------------------|
| TH | 03/12/2001 | | | 03/12/2001 | 12/31/2003 | |

| Job Group | Assign. No. | Assignment Begin Date | Assignment End Date | Event Codes Start Stop | Prior Link | Position No. | Flag | FTE | Hk |
|-----------|-------------|-----------------------|---------------------|------------------------|------------|--------------|------|--------|----|
| P | 028 | 06/01/2003 | 08/19/2003 | | | 144600 | Y | .50000 | |

| Earn Code | Timekeeping Location | Cal ID | Ass. Roll Flag | Assign. Div. | Assignment Dept | Assign Unit | Dept Head | Pres/Provost |
|-----------|----------------------|--------|----------------|--------------|-----------------|-------------|-----------|---------------|
| 025 | 221-PATHOBIOLOGY | Y | Y | 126 | 01150 | | VP | Dean/Director |

| Cur. Job Status | Effective Date | LOA Reason | LOA Return Date | Accrual Comp Date | Extended Assignment End Date | Comments Per Assignment |
|-----------------|----------------|------------|-----------------|-------------------|------------------------------|-------------------------|
| | | | | | 03/15/2001 | |

| Job Group | Assign. No. | Assignment Begin Date | Assignment End Date | Event Codes Start Stop | Prior Link | Position No. | Flag | FTE | Regular Hours Paid | Salary Schedule | Pay Rate | Annual Salary | Out of Class Pay Amt. | Red Circle Rate |
|-----------|-------------|-----------------------|---------------------|------------------------|------------|--------------|------|--------|--------------------|-----------------|----------|---------------|-----------------------|-----------------|
| | | 08/20/2003 | 9/30/2004 | | | 144320 | | .50000 | | | | | | |

| Earn Code | Timekeeping Location | Cal ID | Ass. Roll Flag | Assign. Div. | Assignment Dept | Assign Unit | Dept Head | Pres/Provost |
|-----------|----------------------|--------|----------------|--------------|-----------------|-------------|-----------|---------------|
| | 221-PATHOBIOLOGY | | | 126 | 01150 | | VP | Dean/Director |

| Cur. Job Status | Effective Date | LOA Reason | LOA Return Date | Accrual Comp Date | Extended Assignment End Date | Comments Per Assignment |
|-----------------|----------------|------------|-----------------|-------------------|------------------------------|-------------------------|
| | | | | | | |

| Job Group | Assign. No. | Assignment Begin Date | Assignment End Date | Event Codes Start Stop | Prior Link | Position No. | Flag | FTE | Regular Hours Paid | Salary Schedule | Pay Rate | Annual Salary | Out of Class Pay Amt. | Red Circle Rate |
|-----------|-------------|-----------------------|---------------------|------------------------|------------|--------------|------|-----|--------------------|-----------------|----------|---------------|-----------------------|-----------------|
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| Earn Code | Timekeeping Location | Cal ID | Ass. Roll Flag | Assign. Div. | Assignment Dept | Assign Unit | Dept Head | Pres/Provost |
|-----------|----------------------|--------|----------------|--------------|-----------------|-------------|-----------|---------------|
| | | | | | | | VP | Dean/Director |

| Cur. Job Status | Effective Date | LOA Reason | LOA Return Date | Accrual Comp Date | Extended Assignment End Date | Comments Per Assignment |
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| Job Group | Assign. No. | Assignment Begin Date | Assignment End Date | Event Codes Start Stop | Prior Link | Position No. | Flag | FTE | Regular Hours Paid | Salary Schedule | Pay Rate | Annual Salary | Out of Class Pay Amt. | Red Circle Rate |
|-----------|-------------|-----------------------|---------------------|------------------------|------------|--------------|------|-----|--------------------|-----------------|----------|---------------|-----------------------|-----------------|
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| Earn Code | Timekeeping Location | Cal ID | Ass. Roll Flag | Assign. Div. | Assignment Dept | Assign Unit | Dept Head | Pres/Provost |
|-----------|----------------------|--------|----------------|--------------|-----------------|-------------|-----------|---------------|
| | | | | | | | VP | Dean/Director |

PLAINTIFF'S EXHIBIT 5

EXHIBIT

4

Auburn University

Auburn University, Alabama 36849-5517

College of Veterinary Medicine

Director, Office for Research and Graduate Studies
1000 R. R. R. 1000

Telephone: (334) 844-3700
FAX: (334) 844-3697
E-mail: JANICJS@VETMED.AUBURN.EDU

May 20, 2004

Law School Admission Council
862 Penn Street
P.O. Box 8508
Newton, PA 18940-8508

To Whom It May Concern:

It is a pleasure to write in support of Dr. Christopher B. Eiland's application for admission to a LSDAS-participating law school. As Associate Dean, I have known Chris for approximately seven years during which time he completed all requirements for a DVM and MS degree in our College of Veterinary Medicine. As can be seen from his transcript, Chris was an excellent professional student. In addition Dr. Blagburn, who served as Chris' graduate advisor, identified him as one of his top students. Chris is a sincere individual who is without a doubt ambitious. He is intelligent, he is an exceptionally hard worker, and his communication (oral and written) skills are outstanding. Other outstanding attributes include his: research ability; perseverance in pursuing goals; self reliance and independence; and ability to integrate and organize scientific data. He is tenacious, sufficiently aggressive to meet the daily challenges one encounters in the laboratory and, most importantly, he gets the job done. In addition, he interacts well with others.

In summary, I think very highly of Chris both as an individual and as an outstanding student who possesses all of the characteristics and potential of successfully meeting the challenges and rigor of being a law student. I have no reason to doubt that he will continue to excel and be successful in this endeavor. Accordingly, I wholeheartedly and unconditionally recommend him for acceptance into a LSDAS-participating law school.

Sincerely,

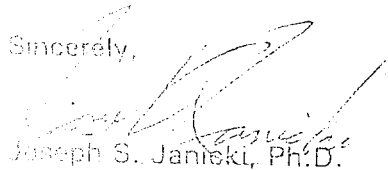

Joseph S. Janicki, Ph.D.
Professor of Physiology



Exhibit D

RECOMMENDATION

THE UNIVERSITY OF ALABAMA
 MANDERSON GRADUATE SCHOOL OF BUSINESS
 MBA PROGRAM

For the University of Alabama
 ManderSON Graduate School of Business
 1010A 123
 University, AL 35487-0223

Applicant CHRISTOPHER BROOKS EILAND
 DOB 05-05-2004 Social Security number 418-29-7079
 Address 8531 WEXFORD TRACE
Street
Montgomery ALABAMA 36117
City State ZIP

ADDITIONAL

I agree that this recommendation will remain confidential, and I knowingly and freely waive my right to review it.

He Need
Signature

To the Recommender:

The person named above is applying for admission to the MBA program at the University of Alabama. The information given in this recommendation will be confidential ONLY if the above waiver has been signed by the student. Please complete the information requested, stapling additional sheets to this form if necessary. After the form is completed, place it in the envelope provided, seal the envelope, sign across the seal, and return the envelope to the applicant.

How long and in what capacity have you known the applicant?

Seven years. As Associate Dean of Research & Graduate Studies in the College of Veterinary Medicine

Describe what you consider to be the applicant's strengths.

Intelligent
Exceptionally hard worker
Outstanding communications skills
Persistence in pursuing goals
Tenacious
Interacts well with others
Goal oriented

JANICH 1.

Discuss the applicant's weaknesses and the efforts he or she has made to improve in these areas.

Discussion of my weaknesses

Discuss the applicant's personal qualities, such as integrity, sense of humor, self-confidence, and leadership.

As stated above he interacts well with others for proof that he was class president attests to his leadership held him in high esteem.

Provide any additional information that you feel will aid the admissions committee concerning this applicant. Comments regarding the applicant's potential for success in graduate work and in a business career will be greatly appreciated.

He possesses all of the characteristics and potential of meeting the challenges and rigor of being a MBA student. I have no doubt that he will excel and be successful in this endeavor.

Rate the applicant in the following areas in comparison with others you have known at similar stages to their career:

1 — Exceptional (highest 5%) 2 — Outstanding (next 10%) 3 — Very good (upper 25%)
4 — Average 5 — Below average N/A — No basis for judgment

| | |
|--|--------------------------------------|
| <u>3</u> Intellectual ability | <u>1</u> Maturity |
| <u>3</u> Written communication skills | <u>2</u> Ability to work with others |
| <u>3</u> Oral/interpersonal communication skills | <u>2</u> Creativity |
| <u>1</u> Analytical skills | <u>1</u> Leadership potential |
| <u>1</u> Initiative | |

Check the item reflecting your recommendation of the applicant on the basis of his or her qualifications and potential for success in graduate study and in his or her career:

☒ Strongly recommend
☐ Recommend
☐ Recommend with reservations
☐ Do not recommend

Recommender's name Joseph S Janicki
 Title Associate Dean Research & Graduate Studies
 Company or institution Auburn University
 Address 106 Greene Hall, College of Veterinary Medicine
Auburn AL 36849-5517
 City State ZIP
 Signature [Signature] Date 5/20/04

Thank you for your assistance.

Janicki 201

Auburn University

Auburn University, Alabama 36849-5519

College of Veterinary Medicine
 Department of Pathology
 Auburn University

May 4, 2004

Telephone: (334) 844-4539
 FAX: (334) 844-2652

Law School Admission Council
 600 Pennsylvania Street
 P.O. Box 8508
 Scranton, PA 18940-8508

Dear Madam:


I am pleased to support Dr. Christopher Brooks Eiland's application for admission to a LSDAS-participating law school. I have known Dr. Eiland for more than 7 years, both as a Student Research Assistant and Graduate Student in my laboratory, and as a student in our Professional Degree Program. Dr. Eiland was an excellent student and a model citizen at the College of Veterinary Medicine. In all of his involvements in my research and diagnostic programs, he demonstrated enthusiasm, reliability, willingness to participate beyond the requirements of his position, and independence in the completion of his assigned duties. The latter, in my opinion, is one of the better indicators of individual potential and likelihood of career success. Having supervised over 200 student assistants and over 20 graduate students, I have observed that those who demonstrated the willingness and capability to accept responsibility and to participate more actively in our ongoing activities generally were successful in their career endeavors. Although Chris often completed assigned tasks without direct guidance, it is important to note that he was not hesitant to ask for help or to request clarification or assistance if the task required it.

Dr. Eiland was an excellent student of Veterinary Medicine and dealt capably with the rigors imposed by the intense and demanding curriculum. The many long class contact hours and the necessary independent preparation and study are not unlike what he would experience in law school. In my courses in Veterinary Parasitology, he performed exceptionally well, and demonstrated the high level of interest and enthusiasm that we see in our better students. Chris was well-liked by his faculty and his fellow students. Evidence of the latter was his selection by his peers to serve as their class President throughout his Professional Degree Program. Chris possesses excellent interpersonal skills and functions well in team- or group-oriented functions or activities.

Dr. Eiland elected to research sero- and necropsy prevalences of *Dirofilaria immitis* (heartworm) infection in cats for the research component of his Master of Science degree. Chris completed an excellent body of work and provided valuable information that helped clarify diagnostic difficulties faced by practicing veterinarians in their attempts to diagnose feline heartworm infections. As you are probably aware, conduct of thesis research and preparation and presentation of research results requires disciplined, independent study - another of Dr. Eiland's attributes that would add to his potential for success in law school.

In summary, I enthusiastically support Dr. Christopher B. Eiland's application for admission to a LSDAS-participating law school. Chris has always demonstrated a need to excel and an exceptional enthusiasm for challenges. A combined veterinary and legal background would greatly enhance his career opportunities. I sincerely hope that he is successful.

Sincerely,



B. B. Blum
 Auburn University Professor

RECOMMENDATION

THE UNIVERSITY OF ALABAMA
 WANDERSON GRADUATE SCHOOL OF BUSINESS
 MBA PROGRAM

Mailed 5/5/04

The Wanderson MBA Program
 The University of Alabama
 (205) 970-2273
 Tuscaloosa, AL 35487-0223

Name of applicant Christopher Brooks Eiland
 Date 05/5/2004 Social Security number 418-29-7079
 Address 8531 Wexford Trace
Street
Montgomery AL 36117
City State ZIP

OPTIONAL

I agree that this recommendation will remain confidential, and I knowingly and freely waive my right to review it

No Need
 Signature

To the Recommender:

The person named above is applying for admission to the MBA program at the University of Alabama. The information given in this recommendation will be confidential ONLY if the above waiver has been signed by the student. Please complete the information requested, stapling additional sheets to this form if necessary. After the form is completed, place it in the envelope provided, seal the envelope, sign across the seal, and return the envelope to the applicant.

1. How long and in what capacity have you known the applicant?

7 years

Instructor + Mentor (MS Program)

2. Describe what you consider to be the applicant's strengths.

Reliability

willingness to perform extra work

well-liked by Veterinary student peers

Enthusiasm for learning

ability to accept challenges

BLAUGREN 1 of 3

applicant's weaknesses and the efforts he or she has made to improve in these areas.

*Excellent ability to communicate in writing
has recently improved. His thesis was well-written
and clearly read.*

6. Describe the applicant's personal qualities, such as integrity, sense of humor, self-confidence, and self-discipline.

*The best indicator of the above attributes is
his selection as Veterinary class President. Students
are very critical of their class representative. To have
been selected President is an indication of his personal qualities.*
Provide any additional information that you feel will aid the admissions committee concerning this applicant's comments regarding the applicant's potential for success in graduate work and in a business career will be greatly appreciated.

*Excellent potential. Dr. Eiland will be a student that
will distinguish your Program.*

7. Rate the applicant in the following areas in comparison with others you have known at similar stages to his or hers:

1 — Exceptional (highest 5%) 2 — Outstanding (next 10%) 3 — Very good (upper 25%)
4 — Average 5 — Below average N/A — No basis for judgment

| | |
|--|--------------------------------------|
| <u>1</u> Intellectual ability | <u>1</u> Maturity |
| <u>1</u> Written communication skills | <u>1</u> Ability to work with others |
| <u>1</u> Oral interpersonal communication skills | <u>2</u> Creativity |
| <u>1</u> Analytical skills | <u>2</u> Leadership potential |
| <u>1</u> Initiative | |

8. Check the item reflecting your recommendation of the applicant on the basis of his or her qualifications and potential for success in graduate study and in his or her career:

☒ Strongly recommend
☐ Recommend
☐ Recommend with reservations
☐ Do not recommend

9. Recommender's name Byron L. Blagburn

10. Title Distinguished University Professor

11. Current institution Auburn University

12. Department of Pathobiology, College of Veterinary Medicine
Auburn University AL 36849-5579
 State ZIP

13. Signature B. L. Blagburn Date 4 MAY '04

Thank you for your assistance.

Blagburn 20

The Mauderson MBA Program
The University of Alabama
Box 870223
Tucson, AL 35487-0223

Name of applicant Christopher Brooks Eiland
Date 05/05/2004 Social Security number 418-29-7079
Address 8531 WEXFORD TRACE
Street
Montgomery AL 36117
City State ZIP

OPTIONAL

I agree that this recommendation will remain confidential, and I knowingly and freely waive my right to review it.

No Need

Signature

To the Recommender:

The person named above is applying for admission to the MBA program at the University of Alabama. The information given in this recommendation will be confidential ONLY if the above waiver has been signed by the student. Please complete the information requested, stapling additional sheets to this form if necessary. After the form is completed, place it in the envelope provided, seal the envelope, sign across the seal, and return the envelope to the applicant.

1. How long and in what capacity have you known the applicant?

About 7 years

In my role of academic department head, I knew him as a student leader in the College of Veterinary Medicine and as a graduate student in the Department of Pathobiology.

2. Describe what you consider to be the applicant's strengths.

Self-confidence in his ability to succeed

Persistence

Interpersonal skills

Work habits

4. Describe the applicant's weaknesses and the efforts he or she has made to improve in these areas.

Not a weakness per se, but he has been forced to function at times when he was challenged by sleep deprivation. His strength of character and perseverance facilitated his ability to be productive nonetheless.

5. Comment on the applicant's personal qualities, such as integrity, sense of humor, self-confidence, and self-discipline.

His personal qualities are distinct strengths.

To his credit, he served as class president all 4 years in university college. In my 23 years at Auburn I have only known one individual to earn that degree of support from classmates.

6. Provide any additional information that you feel will aid the admissions committee concerning this applicant. Comments regarding the applicant's potential for success in graduate work and in a business career will be greatly appreciated.

Dr. Cilene recognizes a background that includes DVM and MBA degrees will position him to be highly competitive for a variety of career pathways (e.g. management positions in industry).

6. Rate the applicant in the following areas in comparison with others you have known at similar stages to their careers:

1 — Exceptional (highest 5%) 2 — Outstanding (next 10%) 3 — Very good (upper 25%)
4 — Average 5 — Below average N/A — No basis for judgment

| | |
|--|--------------------------------------|
| <u>3</u> Intellectual ability | <u>2</u> Maturity |
| <u>2</u> Written communication skills | <u>1</u> Ability to work with others |
| <u>2</u> Oral/interpersonal communication skills | <u>N/A</u> Creativity |
| <u>N/A</u> Analytical skills | <u>1</u> Leadership potential |
| <u>1</u> Initiative | |

7. Check the item reflecting your recommendation of the applicant on the basis of his or her qualifications and potential for success in graduate study and in his or her career:

☒ Strongly recommend
☐ Recommend
☐ Recommend with reservations
☐ Do not recommend

Recommender's name Lauren G. Wolfe

Position/title Professor and Department Head, Dept. of Pathobiology

Company or institution Auburn University

Address 166 Greene Hall

Auburn University AL 36849
City State ZIP

Signature Lauren G. Wolfe Date May 23, 2004

Thank you for your assistance.